

BEFORE THE NATIONAL LABOR RELATIONS BOARD

In the Matter of

MANHATTAN COLLEGE,

Employer,

- and -

**MANHATTAN COLLEGE ADJUNCT
FACULTY UNION, NYSUT, AFT, NEA,
AFL-CIO,**

Petitioner.

Case No. 02-RC-023543

**EMPLOYER’S MOTION FOR THE
RECUSAL OF MEMBER NANCY SCHIFFER**

Employer Manhattan College (“Employer” or “Manhattan College”) respectfully moves for the recusal of Member Nancy Schiffer because she was employed as Associate General Counsel for the American Federation of Labor and Congress of Industrial Organizations (“AFL-CIO”) at the time that it appeared as amicus curiae in this case. Accordingly, Member Schiffer’s recusal is required pursuant to 28 U.S.C. § 455 and federal ethics rules governing administrative agencies as set forth at 5 C.F.R. § 2635.101.

Recusal is further required if Member Schiffer was involved in any way, either directly or indirectly, in the preparation or submission of the AFL-CIO’s amicus brief in connection with this matter, including but not limited to the AFL-CIO’s decision to file as amicus in this case.

To be clear, Manhattan College does not in any way question Member Schiffer’s integrity. Nevertheless, recusal is appropriate and necessary for the reasons set forth in this motion.

BACKGROUND

Employer Manhattan College is a Lasallian Catholic College affiliated with the Christian Brothers, a Roman Catholic religious order. The Petitioner, Manhattan College Adjunct Faculty Union, New York State United Teachers, AFT, NEA, AFL-CIO, is a local union affiliated with the AFL-CIO and the American Federation of Teachers, AFL-CIO (“AFT”). On or about January 10, 2011, the then-Acting Regional Director of Region 2 issued a Decision and Direction of Election ordering an election for the petitioned-for unit of adjunct faculty at Manhattan College. On or about February 16, 2011, the National Labor Relations Board (the “Board”) granted Manhattan College’s Request for Review of the Acting Regional Director’s Decision and Direction of Election, but denied Manhattan College’s request to delay the election until the process of review was completed. In accordance with the Board’s order, the election was conducted, but the ballots were impounded after the close of voting.

In this pending matter, Manhattan College contends that it is a religiously-affiliated institution over which the Board has no jurisdiction. Manhattan College also contends that the Board’s “substantial religious character” test improperly requires Board officials to probe the nature and authenticity of an institution’s religious identity contrary to the U.S. Supreme Court’s decision in *NLRB v. Catholic Bishop*, 440 U.S. 490 (1979). Manhattan College further contends that the Board should abandon its unconstitutional “substantial religious character” test in favor of the three-part, bright-line test articulated by the D.C. Circuit in *Univ. of Great Falls v. NLRB*, 278 F.3d 1335 (D.C. Cir. 2002) and *Carroll College v. NLRB*, 558 F.3d 556 (D.C. Cir. 2009).

On or about September 23, 2011, the AFL-CIO and the AFT jointly filed a brief as amici curiae in support of the Acting Regional Director’s assertion of jurisdiction over Manhattan College. In their amicus brief the AFL-CIO and AFT argue that the D.C. Circuit’s three-part test

“rests on a fundamental misreading of *Catholic Bishop*” and offer an alternative test for asserting jurisdiction over religiously-affiliated institutions. Specifically, the AFL-CIO and AFT propose that the determinative question should be “whether the faculty members in the petitioned-for unit perform a religious function.”

At the time the AFL-CIO filed its amicus brief, Member Schiffer was employed by the AFL-CIO as Associate General Counsel. Upon information and belief, Member Schiffer held this position from 2000 to 2012. In July 2013, President Obama nominated Member Schiffer for her current position on the Board. Member Schiffer was confirmed by the Senate on July 30, 2013, and sworn in as a Board Member on August 2, 2013.

ARGUMENT

I. MEMBER SCHIFFER MUST RECUSE HERSELF BECAUSE SHE WAS EMPLOYED AS ASSOCIATE GENERAL COUNSEL OF THE AFL-CIO WHEN THE AFL-CIO FILED ITS AMICUS BRIEF IN THIS MATTER

28 U.S.C. § 455 (“Section 455”) sets forth the standards governing the recusal or disqualification of federal judges. Pursuant to this statute, a judge should disqualify him- or herself, *inter alia*: (i) “in any proceeding in which his impartiality might reasonably be questioned” (Section 455(a)), and (ii) “[w]here in private practice he served as lawyer in the matter in controversy, or a lawyer with whom he previously practiced law served during such association as a lawyer concerning the matter” (Section 455(b)(2)).

It is generally accepted that Section 455’s standards apply to officials of administrative agencies, including Members of the National Labor Relations Board. *Overnite Transp. Co.*, 329 NLRB 990, 998 (1999) (statement of Member Liebman on a motion for his recusal). *See also Lee v. E.P.A.*, 115 M.S.P.R. 533, 545 (Dec. 9, 2010) (policy of Merit Systems Review Board is to apply Section 455(a) in assessing disqualification); *Appeal of Env’tl. Safety Consultants, Inc.*,

06-2 BCA P 33321, 2006 WL 1806497, *1 (A.S.B.C.A. Jun. 19, 2006) (the Armed Services Board of Contract Appeals “looks to Section 455 for guidance on recusal issues”); *Hydro Resources, Inc.*, 47 N.R.C. 326, 331 (Jun. 5, 1998) (holding Nuclear Regulatory Commission Licensing Board members to same disqualification standards that apply to federal judges); S.E.C. Release No. 38545 (April 24, 1997) (Securities and Exchange Commission adopting a standard for recusal that “borrows heavily from the conflict of interest standard applicable to federal judges” under Section 455(a)). Indeed, even though two Board Members have stated that federal administrative agencies are not bound by Section 455, they have also recognized that “the standards set forth [in Section 455] as well as their construction by the courts offer useful guidance in the application of” the ethical standards that expressly apply to Board Members. *Serv. Emp. Int’l Union Local 121RN*, 355 NLRB No. 40, at *9 (June 8, 2010) (Member Becker, ruling on motions for his recusal).¹ See also *Caterpillar, Inc.*, 321 NLRB 1130, 1132-33 (1996) (Chairman Gould, on a motion for his recusal, stating that he “take[s] seriously the [recusal] standards applicable to judges”).

In the instant matter, Member Schiffer’s employment as Associate General Counsel of the AFL-CIO at the time that the AFL-CIO filed its amicus brief in this case necessitates her recusal under Sections 455(a) and 455(b)(2). First, Member Schiffer’s recusal is required under

¹ In this opinion Member Becker cited *Greenberg v. Bd. of Governors of the Fed. Reserve*, 968 F.2d 164 (2d Cir. 1992), for the proposition that the standards set forth in Section 455 apply only to Article III judges. *Greenberg*, however, is inapposite to this case. In *Greenberg* the court expressed concern with disqualifying administrative law judges under the appearance-of-impropriety standard of Section 455(a) because administrative law judges “are employed by the agency whose actions they review” and would therefore “be forced to recuse themselves in every case.” *Id.* at 167. Here, in contrast, the appearance of impropriety is drawn not from the perception that Member Schiffer might be partial towards the NLRB—her employing agency—but from the perception that she might be partial toward an amicus that has taken a position in support of one of the parties to this matter because she was employed as Associate General Counsel for that amicus at the time it filed its brief. In sum, while Section 455 may not be applicable by its express terms, it is well-recognized as providing important, if not binding, guidance to federal agencies like the Board in performing adjudicative functions.

Section 455(b)(2), which obligates an adjudicator to disqualify him- or herself “[w]here in private practice he served as lawyer in the matter in controversy, *or a lawyer with whom he previously practiced law served during such association as a lawyer concerning the matter.*” 28 U.S.C. § 455(b)(2) (emphasis added). As the Ninth Circuit has stated, Section 455(b)(2) presents a situation in which recusal is mandatory regardless of any other factors because in this situation “an *actual* conflict of interest exists[.]” *Preston v. U.S.*, 923 F.2d 731, 733-734 (9th Cir. 1991) (emphasis in original) (when a lawyer with whom a judge previously practiced law served during such association as a lawyer concerning the matter currently before the judge, it is unnecessary to “explore whether an appearance of partiality” exists).

Here, lawyers with whom Member Schiffer practiced while serving as an Associate General Counsel for the AFL-CIO—Lynn K. Rhinehart (General Counsel of the AFL-CIO and Member Schiffer’s former direct supervisor) and James B. Coppess (Member Schiffer’s former fellow Associate General Counsel)—served and continue to serve as “lawyer[s] concerning th[is] matter” by having co-authored the AFL-CIO’s amicus brief.² 28 U.S.C. § 455(b)(2). Significantly, because Ms. Rhinehart and Mr. Coppess filed the AFL-CIO’s amicus brief while Member Schiffer was still employed as Associate General Counsel for the AFL-CIO, they served as “lawyer[s] concerning this matter” during their association with Member Schiffer. *See id.* Thus, pursuant to the plain language of Section 455(b)(2), Member Schiffer must recuse herself from this matter.³

² Laurence E. Gold, another former fellow Associate General Counsel of Member Schiffer during her tenure at the AFL-CIO, is identified as “of counsel” on the brief.

³ Further, to the extent that Member Schiffer advised the AFL-CIO in any capacity in drafting and filing its amicus brief, Member Schiffer’s recusal would be required under Section 455(b)(2) for the independent reason that she herself has “served as a lawyer in the matter in controversy.” *See also In re Charges of Judicial Misconduct*, 465 F.3d 532, 538-539 & n.3 (2d Cir. 2006) (assuming without deciding that a judge should have recused himself where he had briefly participated as amicus in a petitioner’s direct state court appeal from a

Member Schiffer's recusal is also required by Section 455(a), which requires recusal "in any proceeding in which [an adjudicator's] impartiality might reasonably be questioned." Section 455(a) is intended "to promote confidence in the judiciary by avoiding even the appearance of impropriety whenever possible." *Liljeberg v. Health Servs. Acquisition Corp.*, 486 U.S. 847, 865 (1988). Thus, under this standard, a judge must recuse him- or herself "when a reasonable person with knowledge of all the facts would conclude that the judge's impartiality might reasonably be questioned." *United States v. Winston*, 613 F.2d 221, 222 (9th Cir. 1980).

Here, Member Schiffer must recuse herself under Section 455(a) because her service as Associate General Counsel for the AFL-CIO at the time it filed its amicus brief would undoubtedly cause a reasonable person to question her impartiality with respect to this matter. *See Hampton v. City of Chicago*, 643 F.2d 478 (1981) (7th Cir. 1981) (upholding district judge's decision to recuse himself under Section 455(a) "on the basis that his impartiality might reasonably be questioned since he could be linked to the filing of an amicus curiae brief . . . during an earlier stage of this litigation"). The appearance of Member Schiffer's partiality is amplified by the facts that she was employed as counsel to the AFL-CIO for over a decade (from 2000 to 2012) and that the AFL-CIO's General Counsel's office employed only seven Associate General Counsel at the time the AFL-CIO filed its amicus brief in this matter.⁴ Although Member Schiffer's position as Associate General Counsel at the time that the AFL-CIO filed its amicus brief should be dispositive, her long tenure in a small office of lawyers makes the need for recusal in this case more obvious. Ultimately, were Member Schiffer to participate in

criminal conviction and 13 years later presided over a challenge to the petitioner's execution filed by persons other than the petitioner). In *In re Charges of Judicial Misconduct*, the Second Circuit assumed the need for recusal without deciding it because the "matter" in which the judge had appeared as amicus was significantly attenuated from the pending matter. Here, in contrast, the AFL-CIO has participated directly in the proceeding that is currently in controversy before the Board at a time when it was Member Schiffer's client and employer.

⁴ See Exhibit A, Schedule 12 to the AFL-CIO's 2011 Form LM-2.

deciding this case notwithstanding the AFL-CIO's role in this matter during her tenure as its counsel and employee, her involvement would create an "appearance of impropriety" that would undermine the public's confidence in the Board as an adjudicatory body. *See Liljeberg*, 486 U.S. at 865. This perception can be avoided—and, it is respectfully submitted, must be avoided—only by Member Schiffer's recusal from this case. *See id.*

Finally, the basic ethical obligations set forth at 5 C.F.R. § 2635.101 ("Section 101") for federal administrators—including Board Members—also require Member Schiffer's recusal from the instant case. Section 101 states that "[p]ublic service is a public trust" and that "[t]o ensure that every citizen can have complete confidence in the integrity of the Federal Government," public employees—including Board Members—must "respect and adhere to the principles of ethical conduct set forth in this section." 5 C.F.R. § 2635.101(a). Such principals of ethical conduct include, in relevant part, that federal employees "shall act impartially and not give preferential treatment to any private organization or individual" and shall "endeavor to avoid any actions creating the appearance that they are violating . . . the ethical standards set forth in this part" as "determined from the perspective of a reasonable person with knowledge of the relevant facts." §§ 2635.101(b)(8), (14). A reasonable person would undoubtedly question Member Schiffer's impartiality with respect to this matter given that she was an Associate General Counsel for the AFL-CIO at the time that it filed its amicus brief in support of the Petitioner. *Cf. Hampton*, 643 F.2d at 478 (district judge's impartiality would reasonably be questioned given his link to an amicus brief during an earlier stage of the litigation). Accordingly, Section 101 further supports the need for Member Schiffer's recusal in this case.

II. MEMBER SCHIFFER MUST RECUSE HERSELF FROM THIS MATTER IF SHE PARTICIPATED IN ANY WAY IN PREPARING OR SUBMITTING THE AFL-CIO'S AMICUS BRIEF

“The fundamental requirements of fairness in the performance of [quasi-judicial] functions require at least that one who participates in a case on behalf of any party, whether actively or merely formally by being on pleadings or briefs, take no part in the decision of that case by any tribunal on which he may thereafter sit.” *Serv. Emps. Int’l Union Local 121RN*, 355 NLRB No. 40, at *9 (Member Becker, ruling on motions for his recusal) (quoting *Trans World Airlines v. Civil Aeronautics Bd.*, 254 F.2d 90, 91 (D.C. Cir. 1958)). Such participation includes participation as amicus curiae. *See id.* (Member Becker recusing himself from a matter in which he had coauthored an amicus brief); *see also Am. Fed’n of Gov’t Emps. Local 12*, 38 F.L.R.A. 1573, 1573 n.1 (Jan. 17, 1991) (Federal Labor Relations Authority Member Armendariz recusing himself from participation because organization of which he was life member filed amicus brief). Indeed, recognizing that an amicus brief can result in disqualification, many courts will decline even to accept an amicus brief if its filing would cause a judge to recuse him- or herself from the matter. *See, e.g., Hydro Res., Inc. v. E.P.A.*, 608 F.3d 1131, 1143 n.7 (10th Cir. 2010) (declining to grant motion for leave to file an amicus brief where it would have caused one or more members of the court to recuse themselves from the matter); D.C. Cir. R. 29(b) (“Leave to participate as amicus will not be granted and an amicus brief will not be accepted if the participation of amicus would result in the recusal of a member of the panel that has been assigned to the case . . .”).

In accordance with these principles, Member Schiffer must recuse herself from this matter if she had any involvement whatsoever in the preparation of the AFL-CIO’s amicus brief or the decision to file it. Indeed, to the extent that Member Schiffer was so involved, this

situation would be analogous to the situation described by Member Becker in *Serv. Emps. Int'l Union Local 121RN*, where he recused himself from *Dana Corp.*, 356 NLRB No. 49 (Dec. 6, 2010), because he had coauthored an amicus brief in that matter in his capacity as—like Member Schiffer—Associate General Counsel of the AFL-CIO. 355 NLRB No. 40, at *9. Thus, if Member Schiffer was involved in any manner with the AFL-CIO's amicus brief, she is required under any standard to recuse herself from this matter.

CONCLUSION

This motion is not by any means premised on questions of Member Schiffer's integrity. Nevertheless, Member Schiffer's recusal is compelled given her representation of and employment by the AFL-CIO, which, during Member Schiffer's tenure there, filed an amicus brief in this case in opposition to the position taken by Manhattan College.

Dated: October 30, 2013

Respectfully Submitted,

/s/ Stanley Brown

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FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

MUST BE USED BY LABOR ORGANIZATIONS WITH \$250,000 OR MORE IN TOTAL ANNUAL
RECEIPTS AND LABOR ORGANIZATIONS IN TRUSTEESHIP

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.			
For Official Use Only	1. FILE NUMBER 000-106	2. PERIOD COVERED From 07/01/2010 Through 06/30/2011	3. (a) AMENDED - Is this an amended report: (b) HARDSHIP - Filed under the hardship procedures: (c) TERMINAL - This is a terminal report: No No No
4. AFFILIATION OR ORGANIZATION NAME AFL-CIO			
5. DESIGNATION (Local, Lodge, etc.) NATIONAL HEADQUARTERS		6. DESIGNATION NBR	
7. UNIT NAME (if any)			
8. MAILING ADDRESS (Type or print in capital letters) First Name Last Name RICHARD TRUMKA P.O. Box - Building and Room Number Number and Street 815 16TH STREET, NW City WASHINGTON State DC. ZIP Code + 4 20006			
9. Are your organization's records kept at its mailing address? Yes			

Each of the undersigned, duly authorized officers of the above labor organization, declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned individual's knowledge and belief, true, correct and complete (See Section V on penalties in the instructions.)			
70. SIGNED: Date: Sep 28, 2011	Richard L Trumka	PRESIDENT	71. SIGNED: Date: Sep 28, 2011
Telephone Number: 202-637-5250		Elizabeth H Shuler Telephone Number: 202-637-5250	
TREASURER			

ITEMS 10 THROUGH 21

10. During the reporting period did the labor organization create or participate in the administration of a trust or a fund or organization, as defined in the instructions, which provides benefits for members or beneficiaries?
- 11(a). During the reporting period did the labor organization have a political action committee (PAC) fund?
- 11(b). During the reporting period did the labor organization have a subsidiary organization as defined in Section X of these Instructions?
12. During the reporting period did the labor organization have an audit or review of its books and records by an outside accountant or by a parent body auditor/representative?
13. During the reporting period did the labor organization discover any loss or shortage of funds or other assets? (Answer "Yes" even if there has been repayment or recovery.)
14. What is the maximum amount recoverable under the labor organization's fidelity bond for a loss caused by any officer, employee or agent of the labor organization who handled union funds?
15. During the reporting period did the labor organization acquire or dispose of any assets in a manner other than purchase or sale?
16. Were any of the labor organization's assets pledged as security or encumbered in any way at the end of the reporting period?
17. Did the labor organization have any contingent liabilities at the end of the reporting period?
18. During the reporting period did the labor organization have any changes in its constitution or bylaws, other than rates of dues and fees, or in practices/procedures listed in the instructions?
19. What is the date of the labor organization's next regular election of officers?

\$5,500,000

09/2013

FILE NUMBER: 000-106
11,601,104

20. How many members did the labor organization have at the end of the reporting period?
21. What are the labor organization's rates of dues and fees?

Rates of Dues and Fees				
Dues/Fees	Amount	Unit	Minimum	Maximum
(a) Regular Dues/Fees	9per	Month	na	na
(b) Working Dues/Fees	na	na	na	na
(c) Initiation Fees	5per	1X	na	na
(d) Transfer Fees	na	na	na	na
(e) Work Permits	na	na	na	na

SCHEDULE 12 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 000-106

	(A) Name	(B) Title	(C) Other Payer	(D) Gross Salary Disbursements (before any deductions)	(E) Allowances Disbursed	(F) Disbursements for Official Business	(G) Other Disbursements not reported in (D) through (F)	(H) TOTAL
A	Lemmon, Paul H							
B	Asst to Pres&Natl ProgMgr			\$193,869	\$0	\$32,089	\$18,882	\$244,840
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	90 %
A	Mitchell, Denise A			\$157,442	\$0	\$2,515	\$0	\$159,957
B	Asst to Pres Public Affrs							
C	None							
I	Schedule 15 Representational Activities	40 %	Schedule 16 Political Activities and Lobbying	40 %	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	15 %
A	Casavant, Kathleen A			\$115,125	\$0	\$13,153	\$15	\$128,293
B	Dir Gov Organ & Ldr Devel							
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	95 %
A	Jansen, George J			\$109,908	\$0	\$2,522	\$0	\$112,430
B	Mgr-Systems/Database Prog							
C	None							
I	Schedule 15 Representational Activities	10 %	Schedule 16 Political Activities and Lobbying	55 %	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	5 %
A	Noonan, Michael J			\$115,426	\$0	\$1,071	\$0	\$116,497
B	Strategic Plan & Tech Dir							
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	85 %	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	15 %
A	Pedrotty, Daniel F			\$120,263	\$0	\$6,447	\$0	\$126,710
B	Dir. Office of Investment							
C	None							
I	Schedule 15 Representational Activities	70 %	Schedule 16 Political Activities and Lobbying	20 %	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	10 %
A	Aguirre, Barbara D			\$60,086	\$0	\$215	\$0	\$60,301
B	Constituency Group/Crdntr							
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Marschall, Daniel J			\$109,320	\$0	\$2,191	\$0	\$111,511
B	Legis. Special-Workforce							

	Representational Activities	Lobbying	Contributions	General Overhead	Administration
A	Intelman, Glenn W				
B	Spprt Specialist/HelpDesk		\$62,889	\$0	\$0
C	None			\$33	\$62,922
J	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions
				Schedule 18 General Overhead	100 %
					Schedule 19 Administration
					0 %
A	Schantz, Penny				
B	Intl Representative		\$145,701	\$8,228	\$19,631
C	None				\$0
					\$173,560
I	Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions
				Schedule 18 General Overhead	20 %
					Schedule 19 Administration
					0 %
A	Tate, Ronnie G				
B	Security Guard/Off Clerk		\$62,293	\$0	\$0
C	None				\$62,293
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions
				Schedule 18 General Overhead	100 %
					Schedule 19 Administration
					0 %
A	Anderson, Todd A				
B	Regional Dir. - Midwest		\$112,760	\$0	\$19,045
C	None				\$16,833
					\$148,638
I	Schedule 15 Representational Activities	5 %	Schedule 16 Political Activities and Lobbying	65 %	Schedule 17 Contributions
				Schedule 18 General Overhead	20 %
					Schedule 19 Administration
					10 %
A	Castor, Richard R				
B	Systems Anlyst-Elect Comm		\$114,717	\$0	\$3,408
C	None				\$0
					\$118,125
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions
				Schedule 18 General Overhead	100 %
					Schedule 19 Administration
					0 %
A	Conner, Janet C				
B	Senior Field Rep		\$58,293	\$1,950	\$15,227
C	None				\$1,669
					\$77,139
I	Schedule 15 Representational Activities	16 %	Schedule 16 Political Activities and Lobbying	59 %	Schedule 17 Contributions
				Schedule 18 General Overhead	0 %
					Schedule 19 Administration
					25 %
A	Dalley, Mary F				
B	Computer Specialist Progr		\$65,004	\$0	\$0
C	None				\$65,004
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	80 %	Schedule 17 Contributions
				Schedule 18 General Overhead	20 %
					Schedule 19 Administration
					0 %
A	Flynn, Rita C				
B	Pension/Bnfts Specialist		\$76,698	\$0	\$0
C	None				\$76,698
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions
				Schedule 18 General Overhead	100 %
					Schedule 19 Administration
					0 %
A	Hyde, Jimmy C				
B	Senior Field Rep		\$101,586	\$1,950	\$8,372
C	None				\$2,582
					\$114,490

C	None	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
I	Schedule 15 Representational Activities	5 %	90 %	0 %	5 %
A B C	Kelly, Ann M Senior Field Rep None		\$51,630	\$616	\$3,007
I	Schedule 15 Representational Activities	10 %	80 %	0 %	10 %
A B C	Puente, Jorge Lead Tech. Support Spec None		\$95,333	\$2,576	\$0
I	Schedule 15 Representational Activities	0 %	0 %	100 %	0 %
A B C	Rostan, June M V@W Cmpgn Lead Organizer None		\$75,858	\$11,592	\$441
I	Schedule 15 Representational Activities	99 %	1 %	0 %	0 %
A B C	Washington, Susan Assist to Dir of Policy None		\$143,540	\$1,871	\$0
I	Schedule 15 Representational Activities	100 %	0 %	0 %	0 %
A B C	Blondahl, Katrina D Cmpgn Writer Researcher None		\$75,858	\$0	\$4,994
I	Schedule 15 Representational Activities	0 %	100 %	0 %	0 %
A B C	Brungard, Kirk Executive Asst to S/T None		\$161,321	\$2,147	\$4,770
I	Schedule 15 Representational Activities	20 %	0 %	60 %	20 %
A B C	Carpio, David F Nat'l Education Trainer None		\$108,935	\$13,364	\$0
I	Schedule 15 Representational Activities	0 %	100 %	0 %	0 %
A B C	Chand, Dheeraj Mem Mob Political Staff None		\$26,770	\$0	\$0
I	Schedule 15	15 %	10 %	75 %	0 %

Representational Activities			Lobbying	Contributions		General Overhead		Administration
A	Charlton, Byron W							
B	Legislative Rep							
C	None			\$114,881	\$0	\$1,541	\$0	\$116,422
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	100 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	Cooper, Adrienne M							
B	Mem Mob Political Staff							
C	None			\$37,846	\$0	\$558	\$0	\$38,404
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	100 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	Counts, Cecelle E							
B	Legislative Rep							
C	None			\$118,101	\$0	\$1,041	\$0	\$119,142
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	100 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	DiBitetto, Andrea Z							
B	Legislative Rep							
C	None			\$82,166	\$0	\$4,377	\$45	\$86,588
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	70 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	Dratch, Gail D							
B	Legislative Rep							
C	None			\$57,150	\$0	\$1,337	\$0	\$58,487
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	100 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	Fisher, Bryan S							
B	Mem Mob Political Staff							
C	None			\$25,968	\$0	\$0	\$0	\$25,968
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	100 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	Gibson, Brett M							
B	Legislative Rep							
C	None			\$111,070	\$0	\$1,549	\$0	\$112,619
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	100 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	Jefferson, Gregory L							
B	Legislative Rep							
C	None			\$112,444	\$0	\$1,994	\$0	\$114,438
I	Schedule 15							
	Representational Activities	0 %	Schedule 16	100 %	Schedule 17	Schedule 18	Schedule 19	0 %
			Political Activities and Lobbying	Contributions	General Overhead	Administration		
A	Kerbel, Susan G							
B	Mem Mob Political Staff							
				\$32,056	\$0	\$0	\$0	\$32,056

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	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Cole, Pochontas					
B	Support Services Director		\$112,806	\$1,265	\$21	\$114,092
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Connolly, Samantha		\$115,125	\$1,502	\$0	\$116,627
B	Dir. of Human Resources					
C	None					
I	Schedule 15 Representational Activities	1 %	0 %	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Copess, James		\$144,518	\$1,287	\$0	\$145,805
B	Associate General Counsel					
C	None					
I	Schedule 15 Representational Activities	80 %	10 %	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Eckstein, David A		\$109,988	\$30,609	\$952	\$143,499
B	Assistant Deputy Director					
C	None					
I	Schedule 15 Representational Activities	90 %	10 %	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Farrell, Kimberly C		\$91,083	\$0	\$0	\$91,083
B	Finance & Reporting Coord					
C	None					
I	Schedule 15 Representational Activities	0 %	100 %	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Feigen, Edward M		\$115,426	\$2,056	\$0	\$117,482
B	Strategic Campaign Coordi					
C	None					
I	Schedule 15 Representational Activities	95 %	5 %	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Feingold, Catherine L		\$120,263	\$13,833	\$0	\$134,096
B	Director of International					
C	None					
I	Schedule 15 Representational Activities	80 %	10 %	Schedule 18 General Overhead	Schedule 19 Administration	10 %
A	Fischer, William C		\$49,500	\$3,893	\$0	\$53,393
B	Community Services Coordi					
C	None					
I	Schedule 15 Representational Activities	10 %	80 %	Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Ginsburg, Matthew J		\$112,100	\$2,375	\$0	\$114,475
B	Associate General Counsel					

C	None	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	10 %
A B C	Gold, Laurence E Associate General Counsel None				\$73,309	\$0	\$3,204	\$0	\$0	\$76,513
A B C	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	90 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	10 %
A B C	Goldstein, Joshua Media Outreach Specialist None				\$93,419	\$0	\$2,054	\$0	\$0	\$95,473
A B C	Schedule 15 Representational Activities	5 %	Schedule 16 Political Activities and Lobbying	90 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	5 %
A B C	Greenhow, Monika Web Editorial Project Mgr None				\$94,552	\$0	\$9	\$0	\$0	\$94,561
A B C	Schedule 15 Representational Activities	60 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	25 %	Schedule 19 Administration	5 %
A B C	Hartman, Mark Tech. Support Specialist None				\$39,018	\$0	\$4,114	\$0	\$0	\$43,132
A B C	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	50 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	50 %	Schedule 19 Administration	0 %
A B C	Herrmann, Immanuel J Online Mobilization Coord None				\$64,637	\$0	\$948	\$0	\$2	\$65,587
A B C	Schedule 15 Representational Activities	30 %	Schedule 16 Political Activities and Lobbying	40 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	30 %	Schedule 19 Administration	0 %
A B C	Hickey, Karen Field Communications Asst None				\$40,314	\$0	\$4,389	\$0	\$208	\$44,911
A B C	Schedule 15 Representational Activities	40 %	Schedule 16 Political Activities and Lobbying	60 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A B C	Iverson, Ayketa S V@W Organizer-in-Training None				\$71,631	\$0	\$9,456	\$0	\$10	\$81,097
A B C	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A B C	Jablonski, Donna M Deputy Dir. Publications None				\$120,263	\$0	\$1,295	\$0	\$2,000	\$123,558
A B C	Schedule 15	35 %	Schedule 16 Political Activities and	35 %	Schedule 17	5 %	Schedule 18	5 %	Schedule 19	20 %

	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Jackson, Jacqueline J					
B	Human Resources Assistant		\$63,266	\$0	\$0	\$63,266
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Johnson, Kenny					
B	Regional Director - South		\$115,125	\$18,336	\$1,811	\$137,222
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	60 %
A	Kaufman, Jennifer A					
B	Field Communications Coord		\$87,821	\$2,414	\$46	\$90,281
C	None					
I	Schedule 15 Representational Activities	50 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Keicher, David J					
B	Gov, Org & Lead Dev Coord		\$106,781	\$14,562	\$11,007	\$132,350
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	60 %
A	Kelleher, Shaun P					
B	Outreach Campaign Special		\$51,182	\$8,852	\$0	\$60,034
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Kripper, Anne C					
B	International Organizatio		\$106,781	\$1,116	\$0	\$107,897
C	None					
I	Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	10 %
A	Laitin, Marc O					
B	Online Mobilization Coord		\$15,418	\$781	\$0	\$16,199
C	None					
I	Schedule 15 Representational Activities	5 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	10 %
A	Lo, Minwen					
B	Oracle/Unix Systems Analy		\$112,874	\$4,524	\$0	\$117,398
C	None					
I	Schedule 15 Representational Activities	5 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	5 %
A	Loesberg, A Izelta					
B	Budget & Expense Administ		\$96,630	\$542	\$0	\$97,172

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Representational Activities			Lobbying		Contributions		General Overhead		Administration	
A	Whitham, Devon K									
B	Assistant Training Coordi									
C	None				\$56,708	\$0	\$4,917	\$0		\$61,625
I	Schedule 15									
	Representational Activities	0 %	Schedule 16	Political Activities and	60 %	Schedule 17	Schedule 18	0 %	Schedule 19	40 %
				Lobbying		Contributions	General Overhead		Administration	
A	Womack, Richard R									
B	State and Local Coordinat									
C	None				\$97,098	\$0	\$5,620	\$0	\$14,902	\$117,620
I	Schedule 15									
	Representational Activities	20 %	Schedule 16	Political Activities and	30 %	Schedule 17	Schedule 18	0 %	Schedule 19	50 %
				Lobbying		Contributions	General Overhead		Administration	
A	Woodward, Jason									
B	Field Communications Asst									
C	None				\$44,275	\$0	\$923	\$0	\$0	\$45,198
I	Schedule 15									
	Representational Activities	90 %	Schedule 16	Political Activities and	10 %	Schedule 17	Schedule 18	0 %	Schedule 19	0 %
				Lobbying		Contributions	General Overhead		Administration	
A	Wright, Raekeidra C									
B	Field Communications Asst									
C	None				\$43,356	\$0	\$0	\$0	\$0	\$43,356
I	Schedule 15									
	Representational Activities	0 %	Schedule 16	Political Activities and	100 %	Schedule 17	Schedule 18	0 %	Schedule 19	0 %
				Lobbying		Contributions	General Overhead		Administration	
A	Anspach, Lorie A									
B	Accounting Adm Assistant									
C	None				\$74,819	\$0	\$0	\$0	\$0	\$74,819
I	Schedule 15									
	Representational Activities	0 %	Schedule 16	Political Activities and	0 %	Schedule 17	Schedule 18	0 %	Schedule 19	0 %
				Lobbying		Contributions	General Overhead	100 %	Administration	
A	Bauer, Karen S									
B	Administrative Secretary									
C	None				\$78,005	\$0	\$0	\$0	\$0	\$78,005
I	Schedule 15									
	Representational Activities	0 %	Schedule 16	Political Activities and	0 %	Schedule 17	Schedule 18	0 %	Schedule 19	10 %
				Lobbying		Contributions	General Overhead	90 %	Administration	
A	Beyravnand, Patricia Z									
B	Administrative Assistant									
C	None				\$77,047	\$0	\$0	\$0	\$0	\$77,047
I	Schedule 15									
	Representational Activities	0 %	Schedule 16	Political Activities and	50 %	Schedule 17	Schedule 18	0 %	Schedule 19	30 %
				Lobbying		Contributions	General Overhead	20 %	Administration	
A	Broaden, Randy D									
B	General Office Clerk III									
C	None				\$51,627	\$0	\$0	\$0	\$0	\$51,627
I	Schedule 15									
	Representational Activities	0 %	Schedule 16	Political Activities and	0 %	Schedule 17	Schedule 18	0 %	Schedule 19	0 %
				Lobbying		Contributions	General Overhead	100 %	Administration	
A	Cavanaugh, Michael J									
B	Deputy Dir. of Field Dept									
					\$123,345	\$0	\$3,261	\$0	\$36	\$126,642

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Representational Activities			Lobbying		Contributions		General Overhead		Administration	
A	Ferreyra, Walter F									
B	Senior Technical Support									
C	None							\$5,808	\$0	\$92,563
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Forsythe, Angela D									
B	Administrative Secretary									
C	None							\$1,256	\$0	\$95,716
I	Schedule 15 Representational Activities	10 %	Schedule 16 Political Activities and Lobbying	15 %	Schedule 17 Contributions	5 %	Schedule 18 General Overhead	30 %	Schedule 19 Administration	40 %
A	Gilbert, James									
B	Dir of Veteran's Council									
C	None							\$1,515	\$0	\$88,615
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	30 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	70 %
A	Graham, Dennis D									
B	Mgr of Political Systems									
C	None							\$2,376	\$0	\$110,100
I	Schedule 15 Representational Activities	5 %	Schedule 16 Political Activities and Lobbying	90 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	5 %	Schedule 19 Administration	0 %
A	Greene, Julie M									
B	Political Operations Mgr									
C	None							\$958	\$0	\$109,112
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Hammett, Tamra S									
B	Administrative Secretary									
C	None							\$798	\$23	\$79,165
I	Schedule 15 Representational Activities	25 %	Schedule 16 Political Activities and Lobbying	20 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	30 %	Schedule 19 Administration	25 %
A	Harris, Lorie L									
B	Administrative Secretary									
C	None							\$595	\$7	\$71,430
I	Schedule 15 Representational Activities	64 %	Schedule 16 Political Activities and Lobbying	7 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	17 %	Schedule 19 Administration	12 %
A	Holton, Beverly P									
B	Administrative Secretary									
C	None							\$0	\$0	\$64,314
I	Schedule 15 Representational Activities	40 %	Schedule 16 Political Activities and Lobbying	40 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	10 %	Schedule 19 Administration	10 %
A	Itz, Norma M									
B	Administrative Secretary									
								\$1,108	\$0	\$91,290

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	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Wilson, Corey D					
B	Senior Technical Support		\$91,474	\$2,866	\$0	\$94,140
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Cornwell, Jonathan W					
B	Campaign Lead Organizer					
C	None			\$1,950	\$15,333	\$95,783
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Dyer, David M					
B	Assistant to Controller					
C	None			\$0	\$496	\$91,989
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Ehrenberg, Kurt					
B	Field Communications Asst					
C	None			\$0	\$572	\$19,763
I	Schedule 15 Representational Activities	10 %	Schedule 16 Political Activities and Lobbying	90 %	Schedule 17 Contributions	0 %
A	Fairclough, Garry A					
B	Day Maintenance Staffer					
C	None			\$0	\$184	\$58,001
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Felder, Sandra M					
B	Director of Field Depts					
C	None			\$0	\$21,286	\$152,867
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	15 %	Schedule 17 Contributions	75 %
A	Finno, Ariel A					
B	Quantitative Researcher					
C	None			\$0	\$0	\$62,263
I	Schedule 15 Representational Activities	95 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %
A	Hernandez, Jennifer					
B	Regional Campaign Coord					
C	None			\$0	\$7,537	\$92,464
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	0 %
A	King, Alice J					
B	Day Maintenance Staffer					
C	None			\$0	\$184	\$54,803

C	None	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Lien, Chanh										
B	Senior Graphic Designer										
C	None					\$112,874	\$0	\$1,387		\$0	\$114,261
A	Schedule 15 Representational Activities	20 %		Schedule 16 Political Activities and Lobbying	45 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	30 %	Schedule 19 Administration	5 %
A	Lomonaco, Elizabeth A										
B	Assistant to Controller										
C	None					\$91,493	\$0	\$15		\$0	\$91,508
A	Schedule 15 Representational Activities	0 %		Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Mendoza, Jade										
B	Field Campaign Director					\$14,726	\$0	\$473		\$0	\$15,199
C	None										
A	Schedule 15 Representational Activities	0 %		Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Mendoza, Arturo P										
B	Field Campaign Director					\$102,795	\$1,950	\$31,377		\$1,834	\$137,956
C	None										
A	Schedule 15 Representational Activities	98 %		Schedule 16 Political Activities and Lobbying	2 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Mountjoy, William J										
B	Dir of Information Tech					\$85,466	\$0	\$2,063		\$0	\$87,529
C	None										
A	Schedule 15 Representational Activities	0 %		Schedule 16 Political Activities and Lobbying	5 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	95 %	Schedule 19 Administration	0 %
A	Patterson, Blake W										
B	Electronic Comm Analyst					\$64,861	\$0	\$0		\$0	\$64,861
C	None										
A	Schedule 15 Representational Activities	0 %		Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Reardon, Joseph A										
B	Day Maintenance Staffer					\$57,384	\$0	\$0		\$0	\$57,384
C	None										
A	Schedule 15 Representational Activities	0 %		Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Rollins, Kara A										
B	IT Office Administrator					\$74,070	\$0	\$93		\$0	\$74,163
C	None										
A	Schedule 15	0 %		Schedule 16 Political Activities and	0 %	Schedule 17	0 %	Schedule 18	100 %	Schedule 19	0 %

	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Salamone, Dennis J					
B	General Office Clerk II		\$53,843	\$0	\$0	\$53,843
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	100 %
				Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Sellers, Leonard M					
B	General Office Clerk II		\$57,584	\$0	\$0	\$57,584
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	100 %
				Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Acosta, Gerardo A					
B	Regional Director West		\$26,388	\$0	\$1,088	\$33,543
C	None					
I	Schedule 15 Representational Activities	20 %	Schedule 16 Political Activities and Lobbying	60 %	Schedule 17 Contributions	0 %
				Schedule 18 General Overhead	Schedule 19 Administration	20 %
A	Anand, Vineeta					
B	Chief Research Analyst		\$104,937	\$0	\$0	\$107,269
C	None					
I	Schedule 15 Representational Activities	90 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %
				Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Byrne, Kevin T					
B	V@W Data/Wed Organizer		\$82,409	\$0	\$382	\$82,799
C	None					
I	Schedule 15 Representational Activities	10 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %
				Schedule 18 General Overhead	Schedule 19 Administration	80 %
A	Calloway, Katherine L					
B	Confidential Secretary		\$69,920	\$0	\$0	\$69,920
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	100 %
				Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Cochran, Daniel H					
B	Cope Special Assistant		\$95,907	\$0	\$0	\$95,907
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	0 %
				Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Feldman, Karin S					
B	Legislative Specialist		\$112,874	\$0	\$1,237	\$114,111
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	0 %
				Schedule 18 General Overhead	Schedule 19 Administration	0 %
A	Hubbard, Bessie M					
B	Computer Specialist II		\$56,784	\$0	\$0	\$56,784

	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Welsh, John S					
B	Deputy Budget Director		\$134,044	\$0	\$1,918	\$135,962
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	5 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Bugarin, Orlando P					
B	Purchasing Technician					
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Cole, Regina K					
B	Director of Broadcast					
C	None					
I	Schedule 15 Representational Activities	9 %	Schedule 16 Political Activities and Lobbying	38 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Cole Jr, Walter B					
B	Operations Supervisor					
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Davin, Lorenzo H					
B	Lead Machine Operator					
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Lee, Thea M					
B	Deputy Chief of Staff					
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Pelles, Rosalyn W					
B	Civil Rights Director					
C	None					
I	Schedule 15 Representational Activities	88 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Vance, Elizabeth L					
B	Administrative Asstnt					
C	None					
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Ackerman, Karen					
B	Dir. of Politics & Field					

	Representational Activities	Lobbying	Contributions	General Overhead	Administration
A	Samuel, William H				
B	Legislation Director		\$131,565	\$4,078	\$0
C	None				\$135,643
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	Sheth, Anshu				
B	Assistant Controller		\$104,336	\$0	\$0
C	None				\$104,336
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	Stapleton, Terry R				
B	Chief Budget Officer		\$144,518	\$0	\$0
C	None				\$146,605
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	Walton, Eva T				
B	Office Administrator		\$78,256	\$0	\$19
C	None				\$80,878
I	Schedule 15 Representational Activities	97 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	WestEversley, Camille A				
B	Office Administrator		\$74,269	\$0	\$0
C	None				\$75,119
I	Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	Williams, Tara L				
B	Office Administrator		\$57,701	\$0	\$0
C	None				\$57,701
I	Schedule 15 Representational Activities	25 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	Wilson, Rand				
B	Campaign Coordinator		\$91,500	\$0	\$53
C	None				\$103,023
I	Schedule 15 Representational Activities	95 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	Azcarate, Federico S				
B	Dir Voice@Work Camp		\$112,100	\$0	\$29
C	None				\$118,960
I	Schedule 15 Representational Activities	70 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead
A	Bunn, Mary E				
B	Organizing Director		\$126,586	\$0	\$2,538
					\$142,476

C	None	Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	5 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	10 %	Schedule 19 Administration	5 %
I		Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	5 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	10 %	Schedule 19 Administration	5 %
A	Dasuki, Rleman										
B	Sr Network Engineer					\$96,626	\$0	\$4,814		\$0	\$101,440
C	None										
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Drake, Celeste										
B	Pol Spec Trade Intl					\$13,416	\$0	\$97		\$0	\$13,513
C	None										
I		Schedule 15 Representational Activities	95 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	5 %	Schedule 19 Administration	0 %
A	Howell, Cathy A										
B	Assistant Director					\$110,770	\$0	\$10,822		\$72	\$121,664
C	None										
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	5 %	Schedule 17 Contributions	3 %	Schedule 18 General Overhead	7 %	Schedule 19 Administration	85 %
A	Lleras, Patricia A										
B	Scheduling Director					\$85,682	\$0	\$911		\$0	\$86,593
C	None										
I		Schedule 15 Representational Activities	10 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	5 %	Schedule 18 General Overhead	35 %	Schedule 19 Administration	40 %
A	Maddox, Timothy K										
B	Deputy SCC Director					\$131,565	\$1,950	\$25,009		\$1,550	\$160,104
C	None										
I		Schedule 15 Representational Activities	40 %	Schedule 16 Political Activities and Lobbying	35 %	Schedule 17 Contributions	2 %	Schedule 18 General Overhead	20 %	Schedule 19 Administration	3 %
A	Roberts, Kyle E										
B	Purchasing Manager					\$45,842	\$0	\$354		\$32	\$46,228
C	None										
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Samelsberger, Paul S										
B	Lead Security Guard					\$102,452	\$0	\$1,183		\$0	\$103,635
C	None										
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Sommerkamp, Charles										
B	Machine Lead Person					\$76,053	\$0	\$183		\$0	\$76,236
C	None										
I		Schedule 15	0 %	Schedule 16 Political Activities and	0 %	Schedule 17	0 %	Schedule 18	100 %	Schedule 19	0 %

Representational Activities			Lobbying	Contributions		General Overhead		Administration
A	Boney, John R				\$65,305	\$0	\$0	\$65,305
B	Researcher/Analyst							
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	Boyce, Belinda J				\$65,150	\$0	\$3,135	\$68,285
B	Researcher/Analyst							
C	None							
I	Schedule 15 Representational Activities	90 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	Christensen, Kevin A				\$75,958	\$0	\$12,947	\$88,832
B	Researcher/Analyst							
C	None						\$27	\$88,832
I	Schedule 15 Representational Activities	90 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	Evans, James				\$104,937	\$0	\$1,585	\$122,880
B	V@W Lead Organizer							
C	None							
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	Gacek, Stanley A				\$24,779	\$0	\$5,209	\$29,988
B	Associate Director							
C	None							
I	Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	Gonzales, Helen C				\$111,070	\$0	\$988	\$112,058
B	Assistant Director							
C	None							
I	Schedule 15 Representational Activities	97 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	Lampkin, Amy E				\$95,907	\$0	\$34	\$95,943
B	Researcher/Analyst							
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	Lenoir, Juliette D				\$104,141	\$0	\$0	\$104,141
B	Associate Director							
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	Schedule 19 Administration
A	McKenzie, Sarah				\$109,677	\$0	\$3,346	\$116,155
B	Director of the OI						\$3,132	\$116,155

C	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Nevarez, Alfonso R		\$74,796	\$1,318	\$0
B	Research Associate				
C	None				\$76,114
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Silvers, Damon A		\$134,385	\$18,042	\$19
B	Director of Policy				
C	None				\$152,446
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Togans, Obretia D		\$76,212	\$0	\$0
B	Payroll Specialist				
C	None				\$76,212
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Vogt, Jeffrey S		\$111,981	\$4,907	\$0
B	Associate Director				
C	None				\$116,888
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Zobirsky, Mark V		\$115,125	\$1,925	\$78
B	Facilities Manager				
C	None				\$117,128
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Blackstone, Sujatha		\$63,250	\$0	\$0
B	PC Specialist III				
C	None				\$63,250
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Bradley, Lorrie E		\$10,385	\$0	\$0
B	Fellowship Lawyer				
C	None				\$10,385
I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration
A	Cafasso, Christine C		\$86,434	\$1,381	\$0
B	Broadcast Manager				
C	None				\$87,815
I	Schedule 15	Schedule 16 Political Activities and Lobbying	Schedule 17	Schedule 18	Schedule 19
A					
B					
C					
I	Schedule 15	Schedule 16 Political Activities and Lobbying	Schedule 17	Schedule 18	Schedule 19
A					
B					
C					

Representational Activities		Lobbying		Contributions		General Overhead		Administration	
A	Ferrufino, Miguel A								
B	Night Crew Leader			\$40,467	\$0	\$0		\$0	\$40,467
C	None								
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration
A	Gunter, William L								
B	Night Crew Leader			\$54,836		\$0	\$192	\$0	\$55,028
C	None								
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration
A	Heath, Tiffany L								
B	Writer/Researcher			\$91,364		\$0	\$0	\$0	\$91,364
C	None								
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration
A	Reddy, Diana								
B	Fellowship Lawyer			\$55,192		\$0	\$193	\$0	\$55,385
C	None								
I	Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	20 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration
A	Waxman, Benjamin J								
B	Special Assistant			\$96,100		\$0	\$7,757	\$3,150	\$107,007
C	None								
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	70 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	10 %	Schedule 19 Administration
A	Basham, William D								
B	Senior Organizer			\$104,937		\$1,950	\$16,073	\$1,532	\$124,492
C	None								
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration
A	Baskerville, Andrea E								
B	Senior Secretary			\$67,206		\$0	\$0	\$0	\$67,206
C	None								
I	Schedule 15 Representational Activities	5 %	Schedule 16 Political Activities and Lobbying	35 %	Schedule 17 Contributions	5 %	Schedule 18 General Overhead	50 %	Schedule 19 Administration
A	Becerra, Ramon								
B	Senior Field Rep			\$101,952		\$1,950	\$22,363	\$2,192	\$128,457
C	None								
I	Schedule 15 Representational Activities	20 %	Schedule 16 Political Activities and Lobbying	50 %	Schedule 17 Contributions	9 %	Schedule 18 General Overhead	1 %	Schedule 19 Administration
A	Carrillo, Carlos J								
B	Senior Field Rep			\$106,781		\$1,950	\$16,270	\$4,980	\$129,981

Representational Activities			Lobbying	Contributions		General Overhead		Administration
A	Nicolli-Hiltz, Barbara L							
B	Senior Field Rep				\$1,950	\$19,449	\$1,755	\$130,646
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	85 %	Schedule 17 Contributions	Schedule 18 General Overhead	0 %	Schedule 19 Administration
								15 %
A	Parker, Cassandra E							\$58,451
B	Senior Secretary				\$0	\$0	\$0	\$0
C	None							\$58,451
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead	100 %	Schedule 19 Administration
								0 %
A	Penn, Joyce F							\$60,007
B	Senior Secretary				\$0	\$0	\$0	\$0
C	None							\$60,007
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead	100 %	Schedule 19 Administration
								0 %
A	Recinos, Patricia							\$92,566
B	Senior Field Rep				\$0	\$10,202	\$15	\$102,783
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	40 %	Schedule 17 Contributions	Schedule 18 General Overhead	10 %	Schedule 19 Administration
								35 %
A	Shanks, Keri A							\$74,269
B	Senior Secretary				\$0	\$0	\$0	\$0
C	None							\$74,269
I	Schedule 15 Representational Activities	10 %	Schedule 16 Political Activities and Lobbying	70 %	Schedule 17 Contributions	Schedule 18 General Overhead	20 %	Schedule 19 Administration
								0 %
A	Slaiman, Donald C							\$106,781
B	Senior Field Rep				\$1,950	\$36,996	\$2,847	\$148,574
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	57 %	Schedule 17 Contributions	Schedule 18 General Overhead	3 %	Schedule 19 Administration
								40 %
A	Suria, Ilsa M							\$56,692
B	Senior Secretary				\$0	\$0	\$0	\$0
C	None							\$56,692
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	100 %	Schedule 17 Contributions	Schedule 18 General Overhead	0 %	Schedule 19 Administration
								0 %
A	Thomas-Smith, Teresa Y							\$49,162
B	Senior Secretary				\$0	\$874	\$47	\$50,083
C	None							
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead	100 %	Schedule 19 Administration
								0 %
A	Thompson, Francine M							\$71,498
B	PC Specialist IV				\$0	\$0	\$0	\$0
C	None							\$71,498

C	None	Schedule 15 Representational Activities	20 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	50 %	Schedule 19 Administration	20 %
I		Schedule 15 Representational Activities	20 %	Schedule 16 Political Activities and Lobbying	10 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	50 %	Schedule 19 Administration	20 %
A	Tynes, Edward J										
B	Senior Organizer										
C	None					\$104,937	\$1,950	\$34,843		\$3,278	\$144,808
I		Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Verdugo, Gaspar										
B	Senior Organizer										
C	None					\$104,937	\$1,950	\$25,013		\$3,631	\$135,531
I		Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Wallace, Antonette										
B	Senior Secretary										
C	None					\$66,856	\$0	\$897		\$0	\$67,753
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	White, Deborah S										
B	Senior Secretary										
C	None					\$61,243	\$0	\$0		\$0	\$61,243
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	White, Quentline										
B	Senior Secretary										
C	None					\$61,577	\$0	\$0		\$0	\$61,577
I		Schedule 15 Representational Activities	22 %	Schedule 16 Political Activities and Lobbying	22 %	Schedule 17 Contributions	12 %	Schedule 18 General Overhead	22 %	Schedule 19 Administration	22 %
A	Avila, Glenda S										
B	Evening Cleaner										
C	None					\$38,863	\$0	\$0		\$0	\$38,863
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Avila-Lopez, Tania M										
B	Evening Cleaner										
C	None					\$37,429	\$0	\$0		\$0	\$37,429
I		Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	0 %	Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Blackwell, Ronald E										
B	Chief Economist										
C	None					\$115,917	\$0	\$14,384		\$45	\$130,346
I		Schedule 15 Political Activities and	0 %	Schedule 16 Political Activities and	100 %	Schedule 17	0 %	Schedule 18	0 %	Schedule 19	0 %

	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Boomer, Elizabeth					
B	Admin Secretary		\$26,321	\$0	\$0	\$26,321
C	None					
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Brown, Margaret K					
B	Staff Secretary			\$56,873	\$0	\$215
C	None					\$57,088
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Bruffy, Lawrence K					
B	Day Crew Leader			\$32,064	\$0	\$0
C	None					\$32,064
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Campbell, Leroy					
B	Evening Cleaner			\$40,740	\$0	\$0
C	None					\$40,740
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Connell, Tula A					
B	Managing Editor			\$106,785	\$0	\$1,828
C	None					\$108,613
I	Schedule 15 Representational Activities	30 %	Schedule 16 Political Activities and Lobbying	15 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Gilchrist, Joseph L					
B	Day Crew Leader			\$55,182	\$0	\$0
C	None					\$55,182
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Hines, Rita R					
B	Evening Cleaner			\$39,645	\$0	\$0
C	None					\$39,645
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Hyman, Ross A					
B	Lead Researcher			\$71,357	\$0	\$2,050
C	None					\$73,407
I	Schedule 15 Representational Activities	96 %	Schedule 16 Political Activities and Lobbying	4 %	Schedule 17 Contributions	Schedule 18 General Overhead
A	Johnson, Johnny R					
B	Evening Cleaner			\$39,331	\$0	\$0
						\$39,331

[illegible]

	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Coby, James A					
B	Watch Engineer		\$97,044	\$1,705	\$0	\$98,749
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	100 %	0 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Harrell Jr, Mack A					\$61,243
B	Accountant III		\$61,243	\$0	\$0	
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	100 %	0 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Hatchett, Danielle Y					\$90,193
B	Web Specialist		\$89,274	\$0	\$0	
C	None					
I	Schedule 15 Representational Activities	10 %	15 %	Schedule 18 General Overhead	70 %	5 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Loving, Roberta P					\$63,417
B	Accountant III		\$63,417	\$0	\$0	
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	100 %	0 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Mack, Robin E					\$51,602
B	Accountant III		\$51,602	\$0	\$0	
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	100 %	0 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Moreland, Danny F					\$72,745
B	Security Guard		\$72,745	\$0	\$0	
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	100 %	0 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Withrow, Mltzi L					\$75,332
B	Web Programmer		\$74,551	\$0	\$0	
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	100 %	0 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Worrey, Stephen E					\$120,588
B	Chief Engineer		\$120,348	\$0	\$0	
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	Schedule 18 General Overhead	100 %	0 %
	Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions		Schedule 19 Administration	
A	Anganta, Jennifer					\$20,688
B	Fellow Lawyer		\$20,688	\$0	\$0	

Representational Activities			Lobbying		Contributions		General Overhead		Administration	
A	Parks, James B									
B	Senior Editor				\$96,397		\$0		\$0	\$96,397
C	None									
I	Schedule 15 Representational Activities	60 %	Schedule 16 Political Activities and Lobbying	30 %	Schedule 17 Contributions		Schedule 18 General Overhead	10 %	Schedule 19 Administration	0 %
A	Stanton, Susan C									
B	Accountant II				\$58,871		\$0		\$0	\$58,871
C	None									
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions		Schedule 18 General Overhead	100 %	Schedule 19 Administration	0 %
A	Gordon, Paul									
B	Speechwriter				\$73,823		\$0		\$0	\$73,823
C	None									
I	Schedule 15 Representational Activities	80 %	Schedule 16 Political Activities and Lobbying	20 %	Schedule 17 Contributions		Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Perusek, Glenn									
B	CSR Director				\$95,563		\$4,029		\$0	\$99,592
C	None									
I	Schedule 15 Representational Activities	95 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions		Schedule 18 General Overhead	0 %	Schedule 19 Administration	5 %
A	Bayer, Sarah									
B	Researcher				\$39,000		\$0		\$0	\$39,000
C	None									
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions		Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Becton, Lakeisha									
B	Researcher				\$18,462		\$0		\$0	\$18,462
C	None									
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions		Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Cannon, Shari A									
B	Controller				\$120,263		\$0		\$0	\$121,437
C	None						\$1,174			
I	Schedule 15 Representational Activities	0 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions		Schedule 18 General Overhead	80 %	Schedule 19 Administration	20 %
A	Holland, James									
B	Researcher				\$18,846		\$0		\$0	\$18,846
C	None									
I	Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	0 %	Schedule 17 Contributions		Schedule 18 General Overhead	0 %	Schedule 19 Administration	0 %
A	Biegay, Walakewon O									
B	Law Clerk				\$11,020		\$0		\$0	\$11,020

	Representational Activities	Lobbying	Contributions	General Overhead	Administration	
A	Molina, Joell J					
B	Organizer		\$34,565	\$0	\$1,164	\$35,729
C	None					
I	Schedule 15 Representational Activities	100 %	0 %	0 %	Schedule 18 General Overhead	0 %
A	Polouski, Susan					
B	Organizer		\$72,360	\$0	\$0	\$72,360
C	None					
I	Schedule 15 Representational Activities	100 %	0 %	0 %	Schedule 18 General Overhead	0 %
A	Powell, Kenneth					
B	Organizer		\$45,000	\$0	\$0	\$45,000
C	None					
I	Schedule 15 Representational Activities	100 %	0 %	0 %	Schedule 18 General Overhead	0 %
A	Reed, Susan					
B	Organizer		\$31,028	\$0	\$0	\$31,028
C	None					
I	Schedule 15 Representational Activities	100 %	0 %	0 %	Schedule 18 General Overhead	0 %
A	Roberts, Michael					
B	Organizer		\$71,269	\$0	\$0	\$71,269
C	None					
I	Schedule 15 Representational Activities	100 %	0 %	0 %	Schedule 18 General Overhead	0 %
A	Ula, Nafisha					
B	Organizer		\$20,904	\$0	\$4,844	\$25,807
C	None				\$59	
I	Schedule 15 Representational Activities	85 %	8 %	0 %	Schedule 18 General Overhead	2 %
A	Wade, Jason					
B	Organizer		\$30,692	\$0	\$0	\$30,692
C	None					
I	Schedule 15 Representational Activities	100 %	0 %	0 %	Schedule 18 General Overhead	0 %
A	Harris, Michael N					
B	Engineer		\$99,671	\$0	\$240	\$99,911
C	None					
I	Schedule 15 Representational Activities	0 %	0 %	0 %	Schedule 18 General Overhead	0 %
A	Frederickson, Nora					
B	Fellow		\$38,443	\$0	\$2,737	\$41,180

CERTIFICATE OF SERVICE

The undersigned hereby certifies that a true and correct copy of this document is being served this day upon the following persons by electronic filing:

Executive Secretary
National Labor Relations Board
1099 14th Street NW
Washington, DC 20570

Hon. Karen Fernbach
Regional Director, Region 2
26 Federal Plaza, Room 3614
New York, NY 10278

The undersigned further certifies that a true and correct copy of this document is being served this day upon the following persons by electronic mail at the addresses below:

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Dated this 30th day of October, 2013

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